SECTION THREE

TARGETS FOR THE YEAR 2021-22

Overall priorities:

- Ensure pupils and staff are supported in their mental health and well-being due to Covid-19
- To embed the skills progression pathways and ensure provision of resources meets the needs of pupils and supports the progression pathways
- To continue to develop and refurbish the school environment, both internally and externally, to ensure that it meets pupil needs

To be read in conjunction with targets for:

Foundation, Middle and Senior Departments

TLR posts

Area 1 – Quality of Education									
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	RAG after Mid-year review	LAB monitor
1a	SMT	To ensure staff are trained in and prepared for deep dives / Ofsted prep	Pupils will receive teaching by staff who are competent and confident in their planning and delivery.	Monitoring via Deep Dive Principal Advice sought from SiP – 18/10/21	Ofsted Deep Dive Training – 28/09/21 TLR Action Plans Subject TLRs on GSP Subject Monitoring Training Deep Dive Paperwork Prompt sheets developed	Training SiP	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									
1b	SMT TLRs	To effectively embed the progression pathways	Pupils will access learning individualised to their ability and curriculum pathway.	Pupil baselines are completed Pupil Passports are in place Staff are confident in using Progression Pathways	Teacher 1:1 meetings Planning shows evidence of effective use of pathways Pupils make at least expected progress	None	Easter 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									

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1c	HoDs Curric TLRs	Departmental rolling programmes in place which show clear breadth of progression in relation to enriching subjects across the school and links to PfA.	Pupil learning will be contextualised in experiences that build upon previous learning opportunities, with clear personalised links to PfA.	Pathways are produced for Enriching Subjects Rolling programmes for each department in place Termly Curriculum Grids produced for rolling programmes	Teacher planning Work scrutiny Curriculum Lead frameworks	Resources	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									
1d	HoDs TLRs MW	To develop the quality of teaching of English by embedding the agreed CLI, reading and writing expectations. To increase practitioner skills, knowledge and understanding of CLI, reading & writing.	Pupils will access a curriculum to support their learning needs and abilities. Pupils will progress at their level of ability on the English/Communication Pathway strands.	Development of Departments' libraries. Staff are confident and competent in their delivery of English/Pathway strands. Pathway baselines inform pupils' access to Reading schemes/Programmes.	All LPs to attend CLI training on 03/09/21. Staff training on using a library effectively to meet pupil needs Books in classrooms are regularly refreshed and reflect current topics Pathways and Pupil Passports Assessment records demonstrate at least expected progress	Training English resources			KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									

1e	SMT SLPs	To support the development of learning partners – supporting their CPD, knowledge and skills: LPs to be upskilled and access relevant training, eg. communication training, pathways	Pupils will be supported to develop and progress by staff who feel confident and are competent in their roles. Pupils will progress on their individual learning pathway/s.	LPs are confident in their role and have developed their knowledge, understanding and skills.	All LPs to attend CIL training on 03/09/21. Review school policy on part-time work to enable staff CPD/career progression. Reintroduce school HLTA training. LPs to attend training 22/10/21.	Training	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review:									
1f	HoDs Careers Lead	To ensure the school's Careers Curriculum is fully compliant with the Gatsby Benchmark	Pupils in Yr 7 and above will access learning to support their life skills (PfA). Pupils will access a careers curriculum, relevant to their ability and needs.	The careers curriculum/pathway will be embedded in Department Curricula.	Careers Curriculum document. Careers Advisor evaluation. Departments' curriculum and rolling programmes. Planning documents and evidence of learning.	Staffing Pupils access to out of school activities (life skills, work experience)	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review:									

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Area 2 – Behaviour and Attitudes									
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	RAG after mid-year review	LAB monitor
2a	SLT Thrive Practitioners	Introduce The Thrive Approach across the school. Raise awareness of the Thrive Approach with families. Trial class screening using Thrive. Embed daily Thrive practices in class timetables. Zones of regulation	Pupils will receive support with their health and wellbeing needs. Pupils will access interventions to support their mental health.	Update school policies to ensure they reflect Thrive principles. Use Thrive online statements to inform our PSHE curriculum. PSHE curriculum/ pathway will be embedded.	Department assemblies PSHE curriculum/pathway evidence	Training Resources	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									
2b	HoDs	Embed ClassDojo reward system across school.	Pupils will receive praise and developed confidence and self-esteem. Pupils will share school experiences and progress at home.	Increased parent engagement in ClassDojo Staff access and engage with ClassDojo, daily	Parental feedback Parent workshops Department Assemblies Dojo messages	None	December 2021		KH

Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									
2c	Pastoral Support Team	Review and update the Positive Behaviour Support Plans – cross referenced with KCSiE and Behaviour Policy	Pupils will be supported with their social and emotional needs and feel safe in school.	Consistency across school Links between BSPs, Behaviour Policy & KCSiE	Positive Behaviour Plans Behaviour Policy Sleuth Data base for all plans colour code the pupil's termly review, demonstrating an increase or decrease in incidents.	None	June 2022		2c	KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									

Area 3 – Personal Development - British values, Spiritual, moral, social and cultural development, Relationships and sex education, Health education, including safety, Mental health awareness and support									
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	RAG after mid-year review	LAB monitor
3a	SMT	Introduce The Thrive Approach across the school. Raise awareness of the Thrive Approach with families. Use Thrive online statements to inform our PSHE curriculum. Trial class screening using Thrive. Embed daily Thrive practices in class timetables.	Pupils are supported with their mental health and wellbeing needs. Pupils feel safe and content in school, therefore access learning.	School policies are updated to reflect Thrive principles.	Thrive Assessments. PSHE Pathway/curriculum. PSHE teaching/evidence.	Training/CPD for staff. Thrive Practitioners in post/training. PSHE resources.	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									
3b	SMT SENDCo	To introduce Provision Maps to show how PP+ is used for CiC and PLAC. Adopt a clear policy for allocating PP+ funding for PLAC.	PP+ is used effectively to support pupil needs. Impact can be demonstrated.	All families with adopted or SGO pupils have been contacted to raise their awareness of the Adoption Support.	Interventions logs Thrive data	Non-contact time for SENDCO	June 2022		KH

				SIMS has up to date records of all CiC and PLAC.						
Ongoing review – record SMT monitoring dates and evaluative comments:										
End of Year Review: Analysis and impact:										
3c	BG, Interventions Team	Effectively evidence the impact of interventions	Pupils are supported in their mental health and enabled to access education to their full potential.	Identified pupils are able to access relevant interventions. Interventions spreadsheet maintained, including groups of pupils accessing interventions. Impact of pupil interventions is monitored and assessed effectively; a. by interventions lead b. by class teacher Monitoring of interventions	Interventions Team minutes Behaviour logs Interventions reports / records Development of school environment/facilities.	None anticipated	June 21		3	KH

				informs subsequent pupil allocation and expenditure, including PP expenditure.					

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

3d	SMT	Introduce Duke of Edinburgh Award and Vocational Qualifications	Pupils are enabled to access enrichment activities and experience challenge.	Pupil mental health and well-being is supported through experience of challenge.	Pupils have successfully completed D of E.				

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

3e	SMT	Continue to support pupils with the impact of COVID-19	Pupils are supported to access education to their full potential.	Overall pupil attendance will demonstrate an increase Pupils will make at least expected progress	Termly Departmental Wellbeing sessions Thrive data SOLAR/Assessment data. Moderation sessions.				

Ongoing review – record SMT monitoring dates and evaluative comments:
End of Year Review: Analysis and impact:

Area 4 – Quality of leadership and management									
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	RAG after mid-year review	LAB monitor
4a	SLT RS	To continue to develop school environment and outdoor areas and upkeep current provision	Pupils are able to access facilities to support their education. Pupils access learning in a welcoming and well-kept environment.	Eco-schools initiative is supported by Student Council. Staff are able to store bikes securely School environment reflects pride in the school.	Bike store installed Developed sensory studio Improved decorative areas of school.	Individual costing for each project Premises budget	June 2022		KH
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									
4b	SLT	To establish an effective school H,S & W group	Staff and pupils are able to access a safe and secure learning environment.	H,S and W are effectively monitored and potential issues are identified and acted upon.	Group established Meeting minutes available	Non-contact time for meetings	June 2022		AW
Ongoing review – record SMT monitoring dates and evaluative comments:									
End of Year Review: Analysis and impact:									

4c	SLT	Update PM paperwork for 2021-22 to support professional development and ensure high standards.	Pupils are taught by staff who are effectively supported and enabled to develop knowledge and skills.	Staff feel valued and have access to a range of appropriate CPD. Staff feel confident and competent in their roles. Areas for staff development are identified and acted upon.	PM documents. Staff training evidence. Staff feedback.	Training	June 2022		KH

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

4d	SMT	Develop facilities & ensure fit for purpose and effectively meet pupil needs. Food Tech room Sensory Studio In House Catering	Pupils have access to provisions, which support their individual learning needs and abilities.	Areas around school are fit for purpose, available to use and support access to learning.	Facilities and areas around school are utilised. Pupil and staff feedback	Resources. Staff Each project to be individually costed Curric budget Fundraising	June 2022		KH

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review:

4e	SLT	Review structure of admin team to include recruitment of an operational lead.	SLT are enabled to carry out strategic roles	SLT are enabled to carry out strategic tasks	Review has been carried out. Needed roles have been identified, JDs	Staffing costs agreed by MAT Finance	December 2021		KH

					written and post recruited for				

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

4f	ET SLT Friends	To develop a clear fund-raising strategy, to include 5 year programme	Current and future pupil needs are identified.	School initiatives are effectively identified and prioritised leading to access to funding	Strategy is written 5-year programme is established Funding bids have been submitted	SMT and Fundraiser time	June 2022		KH

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

4g	ECT Lead SLT MAT ECT Lead	To ensure the development of the ECT programme, including training new mentors and coaches	Pupils are supported by trained and knowledgeable staff.	Mentors and coaches have the skills they require to support ECTs/new staff. ECT programme is implemented and carried out effectively across school.	Feedback from coaches, mentors and ECTs. Identified coaches/mentors. ECT documentation.	Training.	June 2022		KH

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

4h	SMT	To continue to support the wellbeing and mental health of staff.	Pupils are supported to access education by staff who are happy and confident in their roles.	Review measures to ensure staff retention (LPs). Staff are supported to carry out their roles to a high standard.	Staff feedback. Improvement in staff absence rates Wellbeing events/support implemented.	Non-contact-time. Interventions for staff. List of supportive measures compiled	June 2022		KH

Ongoing review – record SMT monitoring dates and evaluative comments:

End of Year Review: Analysis and impact:

Total number of targets: 22

Q of E: 6
B&A: 3
PD: 5
Q of L&M: 8